

Chairperson: Supervisor Paul M. Cesarz
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, January 30 , 2004 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 28, Side A, No. 001 to end
TAPE NO. 28, Side B, No. 001 to end
TAPE NO. 29, Side A, No. 001 to 400

ROLL CALL:

PRESENT: Supervisors Quindel, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz
(Chairperson)

EXCUSED: Supervisor Bailey

Scheduled Items:

1. 04-93 From the County Executive, requesting confirmation of his appointment of Mr. Roy Williams to serve on the Milwaukee County Personnel Review Board for a term to expire on October 31, 2008. Mr. Williams will fill the vacancy created by the resignation of Ms. Mary Lou Linton. (Tape No. 28A-034)

APPEARANCES: Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office

Mr. Roy Williams

MOTION BY: (BORKOWSKI) Approve. **(VOTE 6-0)**

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz
(Chairperson)

NOES: None

EXCUSED: Bailey

2. 04-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 28A-140 to 28A-300)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Mr. Bill Mollenhauer, District Council 48 (against)

Scheduled Items (Continued):

Mr. Rob Henken, Department of Health and Human Services (DHHS)
Mr. Jim Tietjen, DHHS

Mr. McDowell requested that the Committee lay over the Facilities Workers reclassification, DHHS.

MOTION BY: (JOHNSON) Lay over the positions of facilities workers at DHHS, Org. Unit 800, Title Code #13620, 1-3 positions.

Supervisor Quindel directed that in future reports, the Division of Human Resources shall identify the dollar amount of the pay ranges for appointments at an advanced step of the pay range.

Vote on motion to lay over the reclassification request for facilities workers, DHHS: (VOTE 6-0)

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: None

EXCUSED: Bailey

NO FURTHER ACTION TAKEN ON THE ABOVE ITEM.

3. 04-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 28A-301)

Chairperson Cesarz stated that the above information report would be received and placed on file

NO FURTHER ACTION TAKEN ON THE ABOVE ITEM.

4. 04-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 28A-314)

Chairperson Cesarz stated that the above report would be received and placed on file as an informational report.

NO FURTHER ACTION TAKEN ON THE ABOVE ITEM.

5. 04-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 28A-327)

Chairperson Cesarz stated that upon hearing no objections the above

Scheduled Items (Continued):

informational report is so ordered to be received and placed on file.

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 02-384 (a) Report and presentation from Intranet and HR/Financial Systems Manager, Information Management Services Division (IMSD), submitting a quarterly report on the progress of the Human Resources System Management Committee. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Bud Borja, Chief Information Officer, IMSD
Mr. Robert A. Kiefert, Intranet & HR/Financial System Manager, IMSD

Mr. Borja and Mr. Kiefert provided a power-point presentation for the above report. (Tape No. 28A-330 to 532)

NO ACTION TAKEN ON THE ABOVE ITEM.

7. 04-P-01 From the Director of Human Resources relative to transferring a position in the Department of Parks and Public Infrastructure from classified to unclassified service.

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

CHAIRPERSON CESARZ STATED THAT THE ABOVE ITEM IS BEING WITHDRAWN FROM THE AGENDA; NO ACTION WAS TAKEN ON THE ABOVE ITEM.

RECOMMENDATION RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

8. 04-80 From Chief Information Officer, IMSD, requesting creation of six positions for support to the Sheriff's Department and Department of Child Support Enforcement. **(Also to the Committee on Finance, Department of Administrative Services and Division of Human Resources) (REPORTS FROM THE DEPARTMENT OF ADMINISTRATIVE SERVICES AND DIVISION OF HUMAN RESOURCES.)** (Tape No. 28A-545)

APPEARANCES: Ms. Jertha Ramos-Colon, Deputy Director, DHR

Ms. Ramos-Colon stated that the pay range for the 5 IT Client Support Specialists IV positions should be 28D (instead of 28DM) and can be underfilled at 18D (instead of 18DM) because these positions should be in the bargaining unit. (Note: The pay range salaries of 28DM (\$57,793 to \$71,315) and 18DM (\$34,374 to \$43,477) were later identified as follows: **28D**)

Scheduled Items (Continued):

(\$60,718 to \$74,923) and 18D (\$35,062 to \$44,347).)

MOTION BY: (QUINDEL) Approve. **(VOTE 6-0)**

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz
(Chairperson)

NOES: None

EXCUSED: Bailey

9. 04-36 Resolution by Supervisor Clark, to encourage participation of County employees in a tutoring program for Milwaukee Public School students or any school students in grades K through 12 in any municipal school system in Milwaukee County.

APPEARANCES: Supervisor Clark (support)

MOTION BY: (T. JOHNSON) Place on file. **(FAILS: VOTE 2-4)** (Tape No. 28A-632)

AYES: , Endries and Johnson, T.

NOES: Quindel, Zielinski, Borkowski and Cesarz (Chairperson)

EXCUSED: Bailey

MOTION BY: (T. JOHNSON) Approve. **(VOTE 6-0)** (Tape No. 28B-114)

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz
(Chairperson)

NOES: None

EXCUSED: Bailey

10. 04-42 Resolution by Supervisor Borkowski, creating the Employee Health Care Task Force to explore alternatives to the manner in which health insurance and health services are provided to Milwaukee County employees, retirees and their families. **(Also to Committee on Finance and Audit and Committee on Health and Human Needs)** (Tape No. 28A-657 to 28B-145)

APPEARANCES: Mr. Troy Hamblin, Director, Labor Relations

Supervisor Borkowski explained that the Health and Human Needs Committee, and the Committee on Finance and Audit laid over the above item to the call of the Chairperson. Mr. Hamblin stated that negotiations with District 48 and the Sheriff's Association will be starting, and negotiations with every other labor organization will begin in the next four to five months.

MOTION BY: (BORKOWSKI) Concur with the Health and Finance Committees to lay over to the call of the Chair. **(FAILS: VOTE 2-4)**

AYES: Borkowski and Cesarz (Chairperson)

Scheduled Items (Continued):

NOES: Quindel, Zielinski, Endries, and Johnson, T.

EXCUSED: Bailey

MOTION BY: (QUINDEL) Approve. (Tape No. 28B-063) **(VOTE 5-1)**

AYES: Quindel, Zielinski, Borkowski, Endries and Johnson, T.

NOES: Cesarz (Chairperson)

EXCUSED: Bailey

11. 03-214 **Report, referred back to the Committee on Personnel and Pension Study Commission on 10/30/03**, recommending adoption of a resolution approving a substitute resolution/ordinance amending the Pension Board membership as follows: three (3) members appointed by the County Executive, subject to two-thirds vote on confirmation by the County Board; eliminate the Director of Human Resources as an ex officio member; two (2) members appointed by the County Board Chairperson, subject to the veto process of the County Executive; three (3) members elected by current members of the pension system and one (1) member elected by retired employees. (Tape No. 28B-146 to 174)

MOTION BY: (T. JOHNSON) Approve [reaffirm previous recommendation to approve]. **(VOTE 6-0)**

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: None

EXCUSED: Bailey

12. 03-176 **Report, referred back to the Committee on Personnel and Pension Study Committee on 10/30/03**, recommending rejection of an amended resolution/ordinance amending the Pension Board membership. (Tape No. 28B-288)

MOTION BY: (QUINDEL) Concur with previous action to deny [reaffirm previous position to deny]. **(VOTE 6-0)**

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: None

EXCUSED: Bailey

13. 04-95 Resolution by Supervisors Cesarz, Endries and Diliberti to determine the necessary technical steps and assess the fiscal, legal, legislative and administrative implications of providing all Milwaukee County employees with pension benefits through the Wisconsin Retirement System (WRS) and to explore the availability of individual retirement arrangements that allow for portability of pension benefits.

Scheduled Items (Continued):

Chairperson Cesarz stated that Supervisor Diliberti wished to be a co-sponsor on this resolution. Upon hearing no objections, he so ordered adding Supervisor Diliberti as a co-sponsor.

Supervisor Zielinski stated that the County Board needs data to see the difference in investment returns between the County and the State. Discussion ensued.

MOTION BY: (QUINDEL) Lay over. **(FAILS: VOTE 2-4)**

AYES: Quindel and Borkowski

NOES: Zielinski, Endries, Johnson, T., and Cesarz (Chairperson)

EXCUSED: Bailey

MOTION BY: (T. JOHNSON) Approve. **(VOTE 5-1)**

AYES: Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: Quindel

EXCUSED: Bailey

14. 04-96 **Adopted Budget Amendment 1A008, Org. Unit 1000, County Board**, deleted language from the County Executive's Recommended Budget reforming the role and responsibility of County Board members, including a referendum on the April 2004 election ballot asking "Do you support reducing the salary of the position of Milwaukee County Supervisor by 70% (from \$50,874 to \$15,668) to reflect a change in status from full-time to part-time?" and referring such language to the Committee on Finance and Audit. **(Formerly listed as File No. 03-494(a))** (Tape No. 28B-556 to 29A-400)

APPEARANCES: Mr. Mark Grady, Principal Assistant Corporation Counsel
Mr. Robert Andrews, Deputy Corporation Counsel
Mr. Jerry Heer, Director, Department of Audits

Supervisor Quindel in the chair (Tape No. 28B-535).

Chairperson Quindel called a five minutes recess.

ROLL CALL UPON RECOVERING INTO OPEN SESSION:

PRESENT: Supervisors Cesarz, Zielinski, Borkowski, Endries, Johnson, T. and Quindel (Chairperson)

EXCUSED: Supervisor Bailey

APPEARANCES: Mr. Robert Murphy, Senior Research Analyst, County Board

(Tape No. 28B-573) **MOTION BY: (CESARZ)** Approve [resolution by Supervisor Cesarz containing the following be it resolved clauses: "BE IT RESOLVED, that the following advisory referendum question be placed on the

Scheduled Items (Continued):

April 6, 2004 election ballot: "Do you support reducing the status for the elected position of Milwaukee County Supervisor to part-time?" and BE IT FURTHER RESOLVED, that the Election Commission shall include language to advise the electorate as to the meaning of either a yes or no response to the referendum question."].

(Tape No. 28B-600) **MOTION BY: (T. JOHNSON)** Approve [resolution by Supervisor Johnson containing the following be it resolved clauses: "BE IT RESOLVED, that the following advisory referendum question be placed on the April 6, 2004 election ballot: "Given that Milwaukee County is a subordinate unit of the State of Wisconsin, do you feel that the County Supervisors' salary should be more than the State Legislators' salary?" and BE IT FURTHER RESOLVED, that the Election Commission shall include language to advise the electorate as to the meaning of either a yes or no response to the referendum question."]. **(Motion later withdrawn (tape no. 29A-110))**

(Tape No. 28B-683) **MOTION BY: (ZIELINSKI)** Lay over the entire matter. **(Motion later withdrawn (tape no. 29A-054))**

(Tape No. 29A-132) **MOTION BY: (T. JOHNSON)** Substitute [resolution by Supervisor Johnson] for the motion to approve by Supervisor Cesarz. **(FAILS: VOTE: 1-5)** (Tape No. 29A-181)

AYES: Johnson, T.

NOES: Cesarz, Zielinski, Borkowski, Endries and Quindel (Acting Chairperson)

EXCUSED: Bailey

(Tape No. 29A-200) **MOTION BY: (BORKOWSKI)** Add the County Executive position [to the referendum question] of Supervisor Cesarz' resolution. **(VOTE ON MOTION TO AMEND: 5-1)**

AYES: Cesarz, Zielinski, Borkowski, Endries and Quindel (Acting Chairperson)

NOES: Johnson, T.

EXCUSED: Bailey

(Tape No. 29A-400) **Supervisor Zielinski in the Chair.**

VOTE ON MOTION TO APPROVE, AS AMENDED: (VOTE 4-2)

AYES: Cesarz, Borkowski, Endries and Zielinski (Acting Chairperson)

NOES: Quindel and Johnson, T.

EXCUSED: Bailey

Scheduled Items (Continued):

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter.

15. 04-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

NO ACTION TAKEN ON THE ABOVE ITEM.

16. 04-94 From the County Executive requesting confirmation of his appointment of Mr. Michael Ostermeyer to serve on the Milwaukee County Pension Board for a term to expire on April 30, 2005. Mr. Ostermeyer will fill the vacancy created by the resignation of Mr. Gary Long. (Tape No. 29A-068)

APPEARANCES: Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office
Mr. Michael Ostermeyer

Supervisor Borkowski requested a home address from Mr. Ostermeyer, who answered: 847 East Lake Forest Avenue, Whitefish, Bay, Wisconsin.

MOTION BY: (BORKOWSKI) Approve. **(VOTE 6-0)**

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz (Chairperson)

NOES: None

EXCUSED: Bailey

STAFF PRESENT: Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office
Mr. Charles E. McDowell, Director, DHR
Mr. Rob Henken, Department of Health and Human Services (DHHS)
Mr. Jim Tietjen, DHHS
Mr. Bud Borja, Chief Information Officer, IMSD
Mr. Robert A. Kiefert, Intranet & HR/Financial System Manager, IMSD
Ms. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Troy Hamblin, Director, Labor Relations
Mr. Mark Grady, Principal Assistant Corporation Counsel
Mr. Robert Andrews, Deputy Corporation Counsel
Mr. Jerry Heer, Director, Department of Audits
Mr. Robert Murphy, Senior Research Analyst, County Board

Scheduled Items (Continued):

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: noon

Maribeth Welchman

Committee Clerk

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Chairperson: Supervisor Paul M. Cesarz
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL

Friday, March 12, 2004 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

TAPE NO. 29, Side A, No. 440 to end; Side B, No. 001 to end
TAPE NO. 30, Side A, No. 001 to end; Side B, No. 001 to 155

ROLL CALL:

PRESENT: Supervisors Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz (Chairperson)

EXCUSED: None

Scheduled Items:

1. 04-109 From the County Executive, requesting confirmation of the appointment of Ms. Maria Monteagudo to the Civil Service Commission for a term to expire on December 31, 2008. Ms. Monteagudo will be replacing Mr. Roy Williams on the Commission. (Tape No. 29A-445)

APPEARANCES: Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office
Ms. Maria Monteagudo

Mr. Mokrohisky stated that Ms. Monteagudo should be replacing Mr. Roy Williams on the commission.

MOTION BY: (BORKOWSKI) Approve. **(VOTE 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: None

EXCUSED: None

2. 04-22(a) A. From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 30A-430 to 535)

Scheduled Items (Continued):

APPEARANCES: Mr. Ronald Malone, Superintendent, House of Corrections
Inspector Kevin Carr, Sheriff's Dept.
Mr. Mike Kalonik, Sheriff's Department
Mr. Charles E. McDowell, Director, DHR
Ms. Minnie Linyear, Human Resources Director, Sheriff's Department

NO ACTION TAKEN ON THE ABOVE ITEM.

- B. From the Director of Human Resources relative to the transfer of three positions from the Classified to the Unclassified Service. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 30A-577)

NO ACTION TAKEN ON THE ABOVE ITEM.

- C. **File No. 04-157** – Communication from Staff Representative, Local 882, Milwaukee District Council 48, AFSCME, appealing the decision of the Director of the Division of Human Resources to deny study of a reallocation for Airport Maintenance Worker In-Charge; and from Director of Human Resources denying the reallocation of Airport Maintenance, Worker In Charge. (Tape No. 30A-581)

APPEARANCES: Mr. Bill Mollenhauser, Staff Representative, Local 882, AFSCME, DC48
Mr. Jim Hill, Department of Human Resources
Mr. Greg McKinstry, Human Resources

MOTION BY: (ENDRIES) Concur with the recommendation of the Director, DHR, to deny the reallocation. **(VOTE 5-2)**

AYES: Quindel, Bailey, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: Zielinski and Borkowski

EXCUSED: None

3. 04-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 30A-731)

APPEARANCES: Ms. Linda Seemeyer, Director, Department of Administrative Services

NO ACTION TAKEN ON THE ABOVE ITEM.

Scheduled Items (Continued):

4. 04-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 30B-001)

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 04-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 30B-025)

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 04-15(a)(a) Report from the Director of Human Resources, requesting approval of the extension of existing Emergency and Temporary appointments made between October 1, 2003 and November 30, 2003 and between December 1, 2003 and January 31, 2004. **(ACTION REQUIRED)** (Tape No. 30B-037)

MOTION BY: (JOHNSON) Approve. **(VOTE 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: None

EXCUSED: None

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

7. 04-113 From the Milwaukee County Sheriff, submitting a request for reorganization of the Inmate Medicate Services Unit of the Milwaukee County Jail and requesting approval of appropriate classification and pay ranges for position creations. **(Also to the Committee on Finance and Audit and Department of Administrative Services (DAS) and Division of Human Resources.) (REPORT FROM DAS AND DHR)** (Tape No. 30B-050)

APPEARANCES: Inspector Kevin Carr, Sheriff's Department
Mr. Mike Kalonik, Sheriff's Department

MOTION BY: (BORKOWSKI) Approve. **(VOTE 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: None

Scheduled Items (Continued):

EXCUSED: None

8. 04-112 From Director, Department of Health and Human Services, requesting approval of appropriate classifications and pay ranges for two positions of Clerical Assistant II and one position of Business Manager, Department of Health and Human Services Delinquency and Court Services Division. **(Also to the Committee on Finance and Audit and Department of Administrative Services (DAS) and Division of Human Resources.) (REPORT FROM DAS AND DHR)** (Tape No. 30B-086)

APPEARANCES: Ms. Kathy Malone, DHHS

MOTION BY: (BORKOWSKI) Approve. **(VOTE 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: None

EXCUSED: None

9. 04-111 From Interim Administrator, Behavioral Health Division, requesting creation of 10 Psychiatric Social Worker (PSW) Pool positions. **(Also to the Committee on Finance and Audit and Department of Administrative Services (DAS) and Division of Human Resources.) (REPORT FROM DAS AND DHR)** (Tape No. 30B-100)

APPEARANCES: Mr. Jim Hill, DHR

Ms. Cecile-Marie Purdy, AFSCME, Local 645

MOTION BY: (JOHNSON) Approve. **(VOTE 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: None

EXCUSED: None

10. 04-150 A resolution by Supervisors Holloway, Borkowski, Weishan, Broderick, and Quindel, endorsing the concept of "consensus bargaining" to facilitate the establishment of an amicable labor-management approach to controlling County employee health care costs, authorizing the acceptance of funds from outside sources for this purpose, authorizing a memorandum of understanding with Aon Consulting for providing health care data, and entering into a "Letter of Engagement" with Aon Consulting for a fee not-to-exceed \$50,000, after sufficient funds from outside sources have been secured for this initiative. (Communication from County Board Chairperson Lee Holloway dated 3/9/04;

Scheduled Items (Continued):

Amendment by Supervisors Cesarz, Endries and McDonald; and Vice President/Consultant, Health Care System Consultants dated 3/12/04.)

APPEARANCES: Mr. Glenn Soderstrom, Mercer Human Resource Consulting (support RFP process)

Mr. Matt Janes, DHR

Mr. Charles E. McDowell, Director, DHR

Supervisor John Weishan, Twenty-Second District

Mr. Terrence Cooley, County Board Chief of Staff (submitted a written communication from Chairperson Lee Holloway dated 3/9/04)

Mr. William Domina, Milwaukee County Corporation Counsel

Mr. Jerry Heer, Director of Audits

Ms. Rae Anne Beaudry, Vice President/Consultant, Health Care System Consultants (submitted written comments)

Ms. Shari Gartzke, Frank F. Haack & Associates (against; propose RFP)

Mr. Jim Mueller, Frank F. Haack & Associates (against, propose RFP)

Ms. Patti Yunk, DC48, AFSCME (support)

Mr. Bob Trunzo, Frank T. Haack & Associates (against, propose RFP)

Mr. Scott Austin, Humana

Ms. Linda Seemeyer, Director, Department of Administrative Services

Mr. Robert Murphy, County Board Senior Research Analyst

Mr. Janes explained that as part of an administrative agreement, the Health Care Cost Containment Committee provides Milwaukee County with data at no charge. Supervisor Quindel, Borkowski and Johnson requested information on when this data could be available, as well as the timeframe for a request for proposal process. Mr. McDowell stated that DHR needs information by July in order to allow time for the open enrollment process. (Tape No. 29A-478 to 30A-430)

MOTION BY: (BORKOWSKI) Approve. ***(Motion later withdrawn; Tape No. 30A-398).***

At the request of the Chairperson, Mr. Domina explained that according exception to Section 56.30, [the issue of a contract] being either cost effective or offering other benefits, he believes [this resolution] complies with Section 56.30. In addition, what the County Board creates is within the jurisdiction of the County Board to take exception, subject to review and veto authority of the County Executive.

Mr. Janes stated he is concerned about what constitutes "sufficient funds" and what outside sources would be providing the funds. Mr. Heer stated that the Finance Committee directed an audit be completed for the June cycle regarding oversight of the [Health Care] system, program comparisons with other governments and cost

Scheduled Items (Continued):

containment issues.

MOTION BY: (JOHNSON) Approve amendment by Supervisors Cesarz, Endries and McDonald as follows: **(1)** Delete lines 83-88 and add: "BE IT FURTHER RESOLVED, that the Director, Department of Administrative Services, is authorized and directed to issue a 'request for proposal' for employee health benefits consultants to determine the quality, quantity, and cost of providing the County with health care data, including, but not limited to: 1) benefit design, 2) claim costs, 3) budgeted costs, 4) employee and retiree contributions, 5) historical enrollment, 6) vendor contracts, 7) employee census data, and 8) other key items useful for an analysis of this type; and to report back to the Committee on Personnel on the responses generated prior to execution of any agreement; and"; and **(2)** delete lines 96 to 102 and add: "BE IT FURTHER RESOLVED, that the Director, Department of Administrative Services, will provide a report on the health care data with sufficient detailed analysis and recommendations to aid the Committee on Personnel in its consideration of any modifications to the components of phase two prior to its implementation." (Tape No. 30A-100)

VOTE ON MOTION TO AMEND: (Tape No. 30A-390) (VOTE 4-3)

AYES: Bailey, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: Quindel, Zielinski and Borkowski

EXCUSED: None

MOTION BY: (JOHNSON) Approve, as amended **(Tape No. 30A-400) (VOTE 4-3)**

AYES: Bailey, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: Quindel, Zielinski and Borkowski

EXCUSED: None

STAFF PRESENT: Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office
Mr. Ronald Malone, Superintendent, House of Correction
Inspector Kevin Carr, Sheriff's Department
Mr. Mike Kalonik, Sheriff's Department
Mr. Charles E. McDowell, Director, DHR
Mr. Jerry Heer, Director, Department of Audits
Mr. Jim Hill, DHR
Mr. Greg McKinstry, DHR
Ms. Linda Seemeyer, Director, Department of Administrative Services
Ms. Kathy Malone, DHHS
Mr. Matt Janes, DHR
Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors

Scheduled Items (Continued):

Mr. William Domina, Corporation Counsel
Mr. Robert Murphy, County Board Senior Research Analyst

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Adjourned: 11:30 a.m.

Maribeth Welchman
Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, May 21, 2004 , 2004 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B
MINUTES

TAPE NO. 1, Side A, No. 001 to end of tape
TAPE NO. 1, Side B, No. 001 to end of tape
TAPE NO. 2, Side A, No. 001 to 430

ROLL CALL:

PRESENT: Supervisors Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel
(Chairman)

EXCUSED: Supervisor Coggs-Jones (later present)

Scheduled Items:

1. 04-P-03 Presentation relative to the role of County Supervisors in labor negotiations.
(15 minute presentation for information only.)

APPEARANCES: Mr. William Domina, Milwaukee County Corporation
Counsel

Mr. Jerry Heer, Director, Department of Audits

Supervisor Coggs-Jones present (Tape No. 1A-008).

Mr. Domina discussed closed session confidentiality and the role of policy-makers. Mr. Heer informed the Committee that as of January 2002, adopted policy directs that a review of proposed contracts be conducted by the Audit, County Board Research and Department of Administrative Services staff.

Supervisor De Bruin stated that she would want information presented during closed sessions in writing, even if these documents must be picked up by Corporation Counsel after discussion.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter:

2. 04-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements. **(One-hour informational session.)**

Scheduled Items (Continued):

MOTION BY: (SCHMITT) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing collective bargaining agreements. **(VOTE 7-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: None

(Tape No. 1A-443)

ROLL CALL UPON RECONVENING INTO OPEN SESSION:

PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

EXCUSED: None

Chairman Quindel stated that a special meeting of the Committee on Personnel may be necessary during the first week of June to discuss collective bargaining as it relates to health benefits.

3. 02-384 Quarterly report on the progress of the Human Resource System
(a) Management Committee from Chief Information Officer, Information Management Services Division (IMSD) dated 3/5/04. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 1A-197 to 442)

APPEARANCES: Mr. Bud Borja, Chief Information Officer, IMSD
Mr. Charles E. McDowell, Director, DHR
Mr. Robert Kiefert, Intranet & HR/Financial Systems Manager, IMSD

Discussion ensued regarding updating or replacing computer software. Supervisor De Bruin requested a final report back in June or July that includes: a full description of all options and product(s), the affect on county staff (outsourcing, etc.) and fiscal issues, both immediate and long-term strategies. She suggested Mr. Borja contact the Director of Audits to find out what information needs to be provided when decisions are made to outsource work. No further action was taken on the above item.

4. 04-22 From the Director of Human Resources dated 5/12/04 relative to
(a) reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN ON THE ABOVE ITEM.

Scheduled Items (Continued):

5. 04-23 From the Director of Human Resources dated 5/12/04 relative to temporary
(a) assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 04-24 From the Director of Human Resources dated 5/12/04 with respect to dual
(a) employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN ON THE ABOVE ITEM.

7. 04-15 From the Director of Human Resources dated 5/12/04 relative to temporary
(a) and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN ON THE ABOVE ITEM.

8. 04-217 From the Director, Department of Health and Human Services, to create two positions of Quality Assurance Technician and the positions of Administrative Coordinator (Financial Assistance), Support Services Program Coordinator, Technical Assistance Coordinator, Reading Literacy Specialist, Special Needs Coordinator and Instructional Educator Coach in the Department of Health and Human Services Economic Support Division. **(Also to the Committee on Finance and Audit and Department of Administrative Services (DAS) and Division of Human Resources (DHR).)** (REPORT FROM DAS DATED 5/10/04 AND FROM DHR DATED 5/13/04.) (Tape No. 440)

APPEARANCES: Mr. Rob Henken, Deputy Director, DHHS

MOTION BY: (COGGS-JONES) Approve. **(VOTE 7-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: None

9. 04-215 From County Board Chairman, requesting to reorganize the Milwaukee County Board's Public Information Office by abolishing, when vacant, two positions of Public Information Coordinator and one position of Receptionist, and creating one position each of Communications Director, Information Specialist (30 hours), Graphic Designer and Office Assistant (30 hours). **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)** (REPORT FROM DAS DATED 5/14/04 AND FROM DHR DATED 5/13/04.)

Scheduled Items (Continued):

APPEARANCES: Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors
Mr. Charles E. McDowell, Director, DHR
Inspector Kevin Carr, Milwaukee County Sheriff's Department
Mr. Robert Murphy, Senior Research Analyst, County Board

MOTION BY: (COGGS-JONES) Approve (Tape No. 1A-450).

Supervisor Weishan stated that there are a number of ways to [interpret] the cost of this reorganization and he wants to make sure that options are identified.

MOTION BY: (SCHMITT) Lay over for more information (Tape No. 1A-546).

Chairman Quindel stated that the new positions should list the amounts of the pay range between the steps. He called for a temporary lay over of the item.

VOTE ON MOTION BY SUPERVISOR SCHMITT TO LAY OVER: (VOTE 6-1)

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: Coggs-Jones

EXCUSED: None

(Tape No. 1A-714)

10. 04-240 From the Director, DHR, submitting proposed Executive Compensation Plan revisions dated 5/12/04.

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Inspector Kevin Carr, Sheriff's Department (against)
Mr. Robert Murphy, Senior Research Analyst, County Board

Inspector Carr stated that on page 4 of the document, changes to an employee's status from salaried to hourly is of concern to the Sheriff; he requested that the Sheriff's Department not be included in this revised plan.

Supervisor De Bruin requested a resolution (and/or ordinance) with the fiscal impact and requested lay over until this information can be prepared.

MOTION BY: (DE BRUIN) Lay over and direct DHR to prepare an implementing resolution/ordinance, and make sure the Sheriff's Department and DHR address the Sheriff's concerns.

Scheduled Items (Continued):

Upon hearing no objections, Chairman Quindel so ordered the matter laid over (Tape No. 1B-428).

11. 04-150
(a) Status report from the Department of Administrative Services, Human Resources Division dated 5/17/04 relative to an adopted resolution endorsing the concept of "consensus bargaining" to facilitate the establishment of an amicable labor-management approach to address Milwaukee County employee health care costs, and a "request for proposal" for an employee health benefits consultant to determine the quality, quantity, and cost of providing the County with health care data.

APPEARANCES: Mr. Matt Janes, Employee Benefits Manager, DHR
Mr. Stephen Agostini, Acting Fiscal and Budget Administrator
Ms. Linda Seemeyer, Director, Department of Administrative Services

Supervisor Coggs-Jones had concerns and requested an opinion from the Disadvantaged Business Enterprise (DBE) office before board day (May 27, 2004) relative to this contract.

Supervisor Schmitt in the chair (Tape No. 1B-574).

MOTION BY: (COGGS-JONES) Request a legal opinion and an opinion from the DBE office before board day. (Motion later withdrawn.)

MOTION BY: (COGGS-JONES) Approve HCSC (Tape No. 2A-385).

Chairman Schmitt called for a temporary lay over; upon hearing no objections, he so ordered the matter laid over (Tape No. 2A-404).

The Committee took a recess from approximately 1:15 to 1:30 p.m.

ROLL CALL UPON RECONVENING INTO OPEN SESSION:

PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, De Bruin,
Weishan, Cesarz and Quindel (Chairman)

EXCUSED: None

(Tape No. 2A-425) Supervisor Coggs-Jones withdrew her motion to approve HCSC.

Chairman Quindel stated that no action is necessary on item number eleven (11) and adjourned the meeting.

Scheduled Items (Continued):

STAFF PRESENT: Mr. William Domina, Milwaukee County Corporation Counsel
Mr. Jerry Heer, Director, Department of Audits
Mr. Bud Borja, Chief Information Officer, IMSD
Mr. Charles E. McDowell, Director, DHR
Mr. Robert Kiefert, Intranet & HR/Financial Systems Manager, IMSD
Mr. Rob Henken, Deputy Director, DHHS
Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors
Inspector Kevin Carr, Sheriff's Department
Mr. Robert Murphy, Senior Research Analyst, County Board
Mr. Matt Janes, Employee Benefits Manager, DHR
Mr. Stephen Agostini, Acting Fiscal and Budget Administrator
Ms. Linda Seemeyer, Director, Department of Administrative Services

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 1:40 p.m.

Maribeth Welchman

Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Tuesday, June 8, 2004 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B
MINUTES

TAPE NO. 2, Side A, No. 431 to 447

ROLL CALL:

PRESENT: Supervisors Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

EXCUSED: Supervisors Schmitt and Coggs-Jones (later present)

Scheduled Item:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

1. 04-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY: (BORKOWSKI) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of deliberation, negotiation or re-negotiation of collective bargaining agreements. **(VOTE 5-0)**

AYES: Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: Schmitt and Coggs-Jones

At the conclusion of the closed session, the Committee did not reconvene into open session.

STAFF PRESENT: Mr. Robert Murphy, Senior Research Analyst, County Board

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 11:30 a.m.

Maribeth Welchman

Committee Clerk

Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, June 18, 2004 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 2, Side A, No. 450 to end of tape
TAPE NO. 2, Side B, No. 001 to end of tape
TAPE NO. 3, Side A, No. 001 to 360

ROLL CALL:

PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, De Bruin, Cesarz and Quindel
(Chairman)

EXCUSED: Supervisor Weishan (later present)

Scheduled Items:

1. 04-274 From the County Executive, requesting confirmation of the appointment of Mr. Michael Lamont to the Civil Service Commission for a term to expire on 8/1/2008. Mr. Lamont is replacing Mr. Roy Williams who has resigned. (Formerly File No. 04-P-05.) (Tape No. 2A-456)

APPEARANCES: Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office
Mr. Michael Lamont

MOTION BY: (BORKOWSKI) Approve. **(VOTE 6-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Cesarz and Quindel
(Chairman)

NOES: None

EXCUSED: Weishan

2. 04-273 From the County Executive, requesting confirmation of the appointment of Mr. Robert Pleva to serve on the Milwaukee County Personnel Review Board for a term to expire on 10/31/07. Mr. Pleva will fill the vacancy created by the resignation of Mr. Paul Prentiss. (Formerly File No. 04-P-06.) (Tape No. 2A-470)

APPEARANCES: Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office
Supervisor Ryan P. McCue, Eighth District (support)

Scheduled Items (Continued):

Mr. Robert Pleva

Supervisor Weishan present (Tape No. 2A-481).

MOTION BY: (DE BRUIN) Approve. **(VOTE 7-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: None

3. 04-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Robert Murphy, Senior Research Analyst, County Board

ACTION BY: (SCHMITT) Lay over. (Tape No. 2A-490)

No objections; so ordered.

Item considered with item number 7 below (Tape No. 2B-211).

NO ACTION TAKEN ON THE ABOVE ITEM.

4. 04-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Ms. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Charles E. McDowell, Director, DHR

ITEMS 4, 5 AND 6 TAKEN TOGETHER (Tape No. 2A-503 to 516).

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 04-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Ms. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Charles E. McDowell, Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM.

Scheduled Items (Continued):

6. 04-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Ms. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Charles E. McDowell, Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM.

7. 04-258 From Pension Board Chairman, Milwaukee County Employees' Retirement System, relative to County Contribution to the Employees' Retirement System and OBRA 1990 Retirement System. **(Also to Committee on Finance and Audit)** (Tape No. 2A-535 to 2B-210)

APPEARANCES: Mr. Matt Janes, Employee Benefits Manager, DHR
Mr. Dennis Skelly, Wm. A. Mercer

Extensive discussion ensued. Supervisor Cesarz requested a status report on this item prior to the September 2004 meeting cycle.

MOTION BY: (SCHMITT) Approve. **(VOTE 5-2)**

AYES: Schmitt, Coggs-Jones, Weishan, Cesarz and Quindel (Chairman)

NOES: Borkowski and De Bruin

EXCUSED: None

8. 04-240 From the Director, DHR, submitting proposed Executive Compensation Plan revisions dated 5/12/04. **(LAID OVER 5/21/04)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Item 3 (File No. 04-22(a) considered with the above item. (Tape No. 2B-211)

MOTION BY: (CESARZ) Approve the resolution. **(VOTE 7-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: None

9. 04-257 Resolution by Supervisors Holloway, McCue, White, Weishan, Coggs-Jones, Borkowski, Johnson, Dimitrijevic, West and Quindel, approving a policy that, prior to any initiation of discussions relative to the elimination of services or programs currently provided by County employees, where such elimination constitutes a reduction in the

Scheduled Items (Continued):

County workforce of ten percent (10%) or more of a given County department or division or section or a department (and where a minimum of ten employees are impacted), the director or manager of the program or service shall place such issue before the County Board for consideration and provide a rationale for the initiative and other pertinent information. **(Also to Committee on Finance and Audit) (Amendment by Supervisors Holloway, McCue and Nyklewicz)**

APPEARANCES: Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors

Supervisor Weishan requested clarification of the definition of "negotiations." Mr. Cooley stated that he would work with supervisors to create amendments prior to board day.

Supervisor Schmitt in the Chair (Tape No. 2B-411).

Supervisor Quindel requested a possible amendment to change the wording "and where ten employees are impacted" so that departments with less than ten employees are considered.

MOTION BY: (DE BRUIN) Concur in the recommendation of the Finance Committee to approve the resolution, as amended. **(VOTE 6-1)**

AYES: Quindel, Coggs-Jones, Borkowski, De Bruin, Weishan and Schmitt (Acting Chairman)

NOES: Cesarz

EXCUSED: None

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

10. 04-113 An adopted resolution approving a reorganization of the Inmate Medical Services Unit of the Milwaukee County Jail, involving the abolishment of 11 positions and creation of eight positions. **(REPORT FROM DHR RELATIVE TO THE CLASSIFICATION AND PAY RANGE FOR CREATION OF A POSITION IN THE SHERIFF'S DEPARTMENT.)** (Tape No. 2B-550)

APPEARANCES: Mr. Mike Kalonick, Sheriff's Department
Ms. Minnie Linyear, Human Resource Manager, Sheriff's Department

MOTION BY: (BORKOWSKI) Approve. **(VOTE 7-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

Scheduled Items (Continued):

EXCUSED: None

11. 04-254 From Associate Director, Department of Parks and Public Infrastructure, requesting the creation of one Electrical Mechanic (DOT) position for the Highway Maintenance Division. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.) (REPORT FROM DHR STAFF.)** (Tape No. 2B-609)

APPEARANCES: Mr. Julius Hulbert, Associate Director, DPPI

MOTION BY: (SCHMITT) Approve, contingent upon the County Board creating the position. **(VOTE 7-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: None

12. 04-252 From Associate Director, Department of Parks and Public Infrastructure, requesting abolishment of eight vacant Park Maintenance Worker II positions and creation of seven Highway Maintenance Worker III positions. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.) (REPORTS FROM DAS AND DHR STAFF.)** (Tape No. 3A-050)

APPEARANCES: Mr. Julius Hulbert, Associate Director, DPPI
Mr. Bill Mollenhauer, AFSCME, D.C. #48

MOTION BY: (DE BRUIN) Approve. **(VOTE 6-1)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Cesarz and Quindel (Chairman)

NOES: Weishan

EXCUSED: None

13. 04-277 From Director, Department on Aging, requesting abolishment of a Service Support Supervisor position and creation of a Family Care Access Manager position to manage the Enrollment Eligibility Process used by Family Care. (Formerly File No. 04-P-06) **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.) (REPORTS FROM DAS AND DHR STAFF.)** (Tape No. 3A-300)

APPEARANCES: Ms. Stephanie Stein, Director, Department on Aging

Scheduled Items (Continued):

MOTION BY: (BORKOWSKI) Approve. **(VOTE 7-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: None

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

14. 04-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements. (Tape No. 3A-350)

MOTION BY: (SCHMITT) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing deliberations, negotiations or re-negotiation of collective bargaining agreements. **(VOTE 7-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: None

At the conclusion of the closed session, the Committee did not reconvene into open session.

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RECOMMENDATION RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

15. 04-286 From House of Correction Superintendent and Public Safety Fiscal Administrator, requesting creation of one position of Public Safety Fiscal Manager and abolishment of one position of Administrator of Support Services. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)** (REPORT FROM DHR AND DAS.) (Tape No. 3A-320)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

MOTION BY: (COGGS-JONES) Approve. **(VOTE 7-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

Scheduled Items (Continued):

EXCUSED: None

STAFF PRESENT: Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office
Mr. Robert Murphy, Senior Research Analyst, County Board
Ms. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Charles E. McDowell, Director, DHR
Mr. Matt Janes, Employee Benefits Manager, DHR
Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors
Mr. Mike Kalonick, Sheriff's Department
Ms. Minnie Linyear, Human Resource Manager, Sheriff's Department
Mr. Julius Hulbert, Associate Director, DPPI
Ms. Stephanie Stein, Director, Department on Aging

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Adjourned: 12:30 p.m.

Maribeth Welchman
Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, July 23, 2004 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 3, Side A, No. 370 to end of tape
TAPE NO. 3, Side B, No. 001 to 360

ROLL CALL:

PRESENT: Supervisors Schmitt, Borkowski, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisors Coggs-Jones and De Bruin (later present)

Scheduled Items:

1. 04-22(a) From the Director of Human Resources relative to reclassification of existing positions, appointments at an advanced rate of pay, reallocations of non-represented positions, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 3A-375)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Mr. McDowell requested lay over of the reclassification report for item 1 and lay over of item 6.

MOTION BY: (SCHMITT) Lay over the reclassification report for item 1 and lay over item 6 (file no. 04-P-7).

Chairman Quindel stated that the lay over for item one (file 04-22(a)) is for the Executive Compensation Positions. Upon hearing no objections; he so ordered the items laid over.

2. 04-25(a) From County Board staff relative to reclassification of existing positions in the Department of Human Resources. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN ON THE ABOVE ITEM.

3. 04-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 3A-395)

Scheduled Items (Continued):

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Chairman Quindel noted that an amended attachment to the report dated July 13, 2004 was submitted by the Department of Human Resources.

NO ACTION TAKEN ON THE ABOVE ITEM.

4. 04-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 3A-400)

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 04-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 3A-405)

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 04P7 From the Director of Human Resources relative to two requests to transfer positions from the classified to the unclassified service. **(FOR INFORMATIONAL PURPOSES)** (Copy attached to original copy of these minutes.)

See action to lay over under number one (1) above.

7. 04P9 From the Director of Human Resources submitting proposed Civil Service Rule Revisions. **(FOR INFORMATIONAL PURPOSES)** (Copy attached to original copy of these minutes.) (Tape No. 3A-410)

APPEARANCES: Ms. Jertha Ramos-Colon, Deputy Director, DHR

Supervisor De Bruin present (Tape No. 3A-420).

NO ACTION TAKEN ON THE ABOVE ITEM.

8. 02-384 (a)(b) From Chief Information Officer, Information Management Services Division (IMSD), submitting a request for proposals (RFP) process for Milwaukee County's human resources system. **(Also referred to the Committee on Finance and Audit.)** (Tape No. 3A-460)

APPEARANCES: Mr. Bud Borja, Chief Information Officer, IMSD
Mr. Robert Kiefert, IMSD

Scheduled Items (Continued):

Mr. Charles E. McDowell, Director, DHR

MOTION BY: (BORKOWSKI) Approve. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel
(Chairman)

NOES: None

EXCUSED: Coggs-Jones

9. 04-318 From Director of Audits, submitting An Audit of the Milwaukee County Employee Health Care Benefit dated June 2004. **(Also referred to the Committee on Finance and Audit.)**

APPEARANCES: Mr. Jerry Heer, Director, Department of Audits

Extensive discussion ensued regarding staffing in the Human Resources Division; employees' health care costs; and consistent rates and charges.

MOTION BY: (SCHMITT) Concur with the Finance Committee recommendation to direct a status report back in 90 days.

Supervisor Borkowski in the Chair (Tape No. 3B-341).

VOTE ON MOTION TO CONCUR: (VOTE 6-0)

AYES: Quindel, Schmitt, De Bruin, Weishan, Cesarz and Borkowski
(Acting Chairman)

NOES: None

EXCUSED: Coggs-Jones

10. 04-333 From the Director of Human Resources, requesting approval of a resolution/ordinance to amend Section 17.30, Milwaukee County General Ordinances, relative to confirmation of appointments to certain unclassified positions and terms of such appointments. (Tape No. 3A-530) (Formerly File No. 04P8)

MOTION BY: (SCHMITT) Refer to staff. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel
(Chairman)

NOES: None

EXCUSED: Coggs-Jones

11. 04-288 From Acting Superintendent of Transportation, requesting abolishment of the following positions when they become vacant: (1) Clerk Typist IV; (5) Mower Mechanic; (1) Park Equipment Supervisor; and the creation of the following positions: (1) Fleet Analyst; (5) Automotive & Equipment Service Technician; and (1) Automotive & Equipment Service Technician

Scheduled Items (Continued):

in Charge (DOT). **(Also referred to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)** (Tape No. 3A-550)

APPEARANCES: Mr. William Tietjen, DPPI

Chairman Quindel stated that the heading to the above file is missing abolish information relative to one position of intern automotive mechanic/technician.

MOTION BY: (BORKOWSKI) Approve [classification and pay range recommendations by DHR]. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: Coggs-Jones

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COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matters:

12. 04P10 From the Director of Labor Relations relative to a proposed collateral agreement between Milwaukee County and the Milwaukee County Federated Nurses Association.

See action under number 13 below.

13. 04P01 Consultation with Milwaukee County Corporation Counsel regarding collective bargaining agreements.

Supervisor Quindel in the Chair (Tape No. 3A-355).

MOTION BY: (SCHMITT) Move to go into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing [items 12 and 13 (File Nos. 04P10 and 04P01)]. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: Coggs-Jones

Scheduled Items (Continued):

The Committee did not reconvene in open session.

****_*_*_*_*_*_*_*_*_*_*_*_*_*_*_*_*****

STAFF PRESENT: Mr. Robert Murphy, Senior Research Analyst, County Board
Mr. Charles E. McDowell, Director, DHR
Ms. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Bud Borja, Chief Information Officer, MSD
Mr. Robert Kiefert, MSD
Mr. Jerry Heer, Director, Department of Audits
Mr. William Tietjen, DPPI

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 11:30 a.m.

Maribeth Welchman

Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Steve Cady, 278-4347

COMMITTEE ON PERSONNEL
Friday, September 24, 2004 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 3, Side B, No. 365 to end of tape
TAPE NO. 4, Side A, No. 001 to end of tape
TAPE NO. 4, Side B, No. 001 to 100

ROLL CALL:

PRESENT: Supervisors Schmitt, Borkowski, Weishan and Quindel (Chairman)
EXCUSED: Supervisors Coggs-Jones (later present), De Bruin and Cesarz

Scheduled Items:

1. 04-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(FOR INFORMATIONAL PURPOSES)** (Tape No. 3B-370)

Supervisor Coggs-Jones present (Tape No. 3B-370).

APPEARANCES: Mr. Steve Cady, County Board Fiscal and Budget Analyst
Mr. Charles E. McDowell, Director, DHR

MOTION BY: (BORKOWSKI) Lay over ECP title: Executive Director 3 – Director of Parks and Public Infrastructure (Tape No. 3B-395).

Chairman Quindel stated there is an objection and asked for comments and questions on the request to lay over (Tape No. 3B-425).

VOTE ON MOTION TO LAY OVER: (FAILS: VOTE 2-3)

AYES: Borkowski and Weishan

NOES: Schmitt, Coggs-Jones and Quindel (Chairman)

EXCUSED: De Bruin and Cesarz

Chairman Quindel asked if there are any other questions or comments on item number one. Discussion ensued; no further objection was pursued (Tape No. 3B-428).

NO FURTHER ACTION TAKEN ON THE ABOVE ITEM.

Scheduled Items (Continued):

2. 04-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN ON THE ABOVE ITEM (Tape No. 3B-452).

3. 04-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Ms. Jertha Ramos-Colon, Deputy Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM (Tape No. 3B-454).

4. 04-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN ON THE ABOVE ITEM (Tape No. 3B-476).

5. 04-P-12 From Director of Human Resources, submitting 2003-2004 Affirmative Action Summary Report. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 3B-525)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Ms. Nicki Bielski, DHR
Ms. Jertha Ramos-Colon, Deputy Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 04-22(a) From President, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO Local 594, appealing the September 2, 2004 denial of a reclassification request of Kim Bruschnig.

APPEARANCES: Mr. David Eisner, President, American Federation of State, County and Municipal Employees (Tape No. 3B-577)
Mr. Charles E. McDowell, Director, DHR
Ms. Kim Bruschnig (Tape No. 3B-590)
Mr. Steve Cady, County Board Fiscal and Budget Analyst (Tape No. 3B-600)
Ms. Mary Ann Grimes, Deputy Corporation Counsel (Tape No. 3B-637)

Mr. Eisner stated that, subsequent to the appeal, the Department of Administrative Services signed off on this reclassification, but he believes it is still a denial even though the money has been approved (Tape No. 3B-578).

Scheduled Items (Continued):

MOTION BY: (SCHMITT) Approve (Tape No. 3B-591).

Chairperson Quindel stated that this is not in the form for approval; Mr. McDowell explained that what the committee would be approving is a request from the union for a re-review of the decision of DHR regarding denial of the reclassification. Chairperson Quindel stated that he would like this written up for the County Board in the affirmative, that [the Committee] agrees to the reclassification. Supervisor Schmitt accepted the suggestion of the Chairperson.

VOTE ON MOTION TO APPROVE (Tape No. 3B-648) (VOTE 5-0)

AYES: Schmitt, Coggs-Jones, Borkowski, Weishan and Quindel (Chairman)

NOES: None

EXCUSED: De Bruin and Cesarz

7. 04-389 From the County Executive, appointing Thomas Nardelli to serve on the Milwaukee County Personnel Review Board for a term expiring October 31, 2009. Mr. Nardelli will fill the vacancy created by the resignation of Robert Schroeder. (Tape No. 3b-493)

APPEARANCES: Mr. Thomas Nardelli
Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office

MOTION BY: (BORKOWSKI) Approve. **(VOTE 4-1)**

AYES: Schmitt, Coggs-Jones, Borkowski and Quindel (Chairman)

NOES: Weishan

EXCUSED: De Bruin and Cesarz

8. 04-411 From County Board Chairman, appointing Mr. Donald A. Cohen to the Milwaukee County Pension Board for a three-year term. (Formerly File No. 04-P-11) (Tape No. 3B-510)

Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors, stated that Mr. Cohen cannot attend because he had a previous commitment.

MOTION BY: (SCHMITT) Approve. **(VOTE 5-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, Weishan and Quindel (Chairman)

NOES: None

EXCUSED: De Bruin and Cesarz

9. 04-333 From Director, Department of Administrative Services (DAS), Division of Human Resources, requesting approval of a resolution/ordinance to amend 17.30 of the Milwaukee County General Ordinances, Confirmation of Appointments to Certain Unclassified Positions and Terms of Such

Scheduled Items (Continued):

Appointments. **(Report from County Board staff.)** (Tape No. 3B-562 to 4A-337; and 4A-700 to 4B-054)

APPEARANCES: Mr. Steve Cady, County Board Fiscal and Budget Analyst
Mr. Stephen Agostini, Acting Fiscal and Budget Administrator (Tape No. 4A-300)

Supervisor Willie Johnson, Thirteenth District (Tape No. 4A-309)

Mr. Rob Henken, Deputy Director, DHHS (Tape No. 4A-344)

Mr. Cady stated that what is before the Committee is a report from County Board staff relative to the request from the Division of Human Resources that was laid over at the July meeting. He continued that the Human Resources Director was recommending changes to Chapter 17.30 that outlined which positions would be subject to County Board confirmation; what is before the committee today is a recommendation from staff relative to which positions in the County would be subject to County Board confirmation. Discuss ensued regarding County Board staff recommendations.

MOTION BY: (COGGS-JONES) Approve County Board staff recommendations (Tape No. 4A-201). **Motion later withdrawn (Tape No. 4A-369).**

Supervisor Coggs-Jones explained that she did not agree with having the Chief of Operations and the Chief of Recreation Services for Parks, DPPI, coming before the Board for confirmation (Tape No. 4A-370 to 4A-385).

MOTION BY: (COGGS-JONES) Approve the Department of Human Resources report[recommendations] (Tape No. 4A-390).

MOTION BY: (WEISHAN) Amend to support the staff's recommendation for two additional positions for confirmation (Tape No. 4A-400).

Chairperson Quindel stated that [the motions before the Committee are]: first the motion by Supervisor Coggs-Jones to approve the Division of Human Resource's recommendation, then the amendment to the [County Board] staff report [by Supervisor Weishan], then as amended.

VOTE ON MOTION TO APPROVE STAFF RECOMMENDATION (Tape No. 4A-420): (FAILS 1-4)

AYES: Coggs-Jones

NOES: Schmitt, Borkowski, Weishan and Quindel (Chairman)

EXCUSED: De Bruin and Cesarz

MOTION BY (COGGS-JONES) I would like a study of these two additional

Scheduled Items (Continued):

positions (County Board report Attachment A) relative to race, gender and who this will affect. Lay over and refer back to County Board staff and DHR staff for review relative to a study by race, gender and job content and how many years these people have been on the job (Tape No. 4A-440).

Chairman Quindel requested further comments on the motion to lay over; discussion ensued (Tape No. 4A-577 to 4A-610).

VOTE ON MOTION TO LAY OVER AND REFER WITH A REPORT BACK TO COMMITTEE (Tape No. 4A-615): (FAILS: 1-4)

AYES: Coggs-Jones

NOES: Schmitt, Borkowski, Weishan and Quindel (Chairman)

EXCUSED: De Bruin and Cesarz

Chairperson Quindel temporarily laid this item over (Tape No. 4A-637).

MOTION BY: (WEISHAN) Withdraw two amendments and make a request for a report back from staff and from DHS on the two positions relative to job content and if they are appropriate to be considered for County Board approval. (Tape No. 4A-725)

Chairman Quindel requested the correct position titles. Mr. Cady stated that the two titles that were part of the amendment were: "Deputy Program Director, Community Services and Divisional Administrator, Delinquency Court Services, both in Organizational Unit 8000."

MOTION BY: (COGGS-JONES) Amend to include Chief of Operations and Chief of Recreation Services, DPPI. ***Amendment not accepted by Supervisor Weishan (Tape No. 4B-007).***

VOTE ON MOTION BY SUPERVISOR WEISHAN TO AMEND FOR A REPORT BACK (Tape No. 4B-015): (VOTE 4-1)

AYES: Schmitt, Coggs-Jones, Weishan and Quindel (Chairman)

NOES: Borkowski

EXCUSED: De Bruin and Cesarz

MOTION BY (COGGS-JONES) Request for a report back from staff for Departmental Org. Unit 5700, Chief of Operations, Departmental Org. Unit 9000 for Chief of Recreation Services and Department Org. Unit 9500, Deputy Zoological Director.

Chairperson Quindel stated that the action to amend by Supervisor Coggs-Jones would result in these items being removed [from the recommendation] with a report back.

Scheduled Items (Continued):

VOTE ON AMENDMENT BY SUPERVISOR COGGS-JONES: (FAILS: Vote 2-3)

AYES: Schmitt and Coggs-Jones

NOES: Borkowski, Weishan and Quindel (Chairman)

EXCUSED: De Bruin and Cesarz

Chairman Quindel stated that we are now on the staff report related to item number nine (Tape No. 4B-038).

MOTION BY: (SCHMITT) Approve staff report.

VOTE ON MOTION TO APPROVE, AS AMENDED: (Vote 3-2)

AYES: Schmitt, Weishan and Quindel (Chairman)

NOES: Coggs-Jones and Borkowski

EXCUSED: De Bruin and Cesarz

10. 04-22 Report from the Director of Human Resources, laid over 7/23/04, relative to
(a) reclassification of executive compensation positions. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 4A-680)

ROLL CALL UPON RECONVENING INTO OPEN SESSION:

PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, Weishan and Quindel (Chairperson)

EXCUSED: Supervisors De Bruin and Cesarz

APPEARANCES: Mr. Steve Cady, County Board Fiscal and Budget Analyst
Ms. Mary Ann Grimes, Deputy Corporation Counsel
Mr. Charles E. McDowell, Director, DHR

Mr. Cady stated that [the recommendation] is to approve the reclassification to add job titles to Executive Director I, II or III. He stated that staff is recommending approval of the reclassification, pending the approval of the Civil Service Commission (Tape No. 4A-700). Ms. Grimes states that approval is subject to positions transferring from the classified to the unclassified service.

Chairman Quindel stated that [the Committee] needs to approve these and they are not for information only; Mr. McDowell stated that (as Corporation Counsel has explained) he would like these approved, pending transfer of these positions to the unclassified service by the Civil Service Commission (Tape No. 4A-717).

MOTION BY: (SCHMITT) So move (Tape No. 4A-719). **(VOTE 4-1)**

AYES: Schmitt, Coggs-Jones, Weishan and Quindel (Chairman)

NOES: Borkowski

Scheduled Items (Continued):

EXCUSED: De Bruin and Cesarz

11. 04-426 Report from the Director of Human Resources, laid over 7/23/04, requesting approval of the transfer of positions from classified to the unclassified service. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 4B-055) (Formerly File No. 04-P-7)

MOTION BY: (SCHMITT) Approve. **(VOTE 5-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, Weishan and Quindel (Chairman)

NOES: None

EXCUSED: De Bruin and Cesarz

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

12. 04-362 From Interim Administrator, Behavioral Health Division, requesting creation of seven positions for the administrative functions of the Access to Recovery (ATR) grant. **(Also to the Committee on Finance and Audit and DAS and DHR.) (REPORTS FROM DAS AND DHR)** (Tape No. 4A-649)

MOTION BY: (COGGS-JONES) Approve. **(VOTE 5-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, Weishan and Quindel (Chairman)

NOES: None

EXCUSED: De Bruin and Cesarz

13. 04-319 From Director, DAS, requesting creation of a new position in the Division of (a)(a) Human Resources to provide analytical and management support related to the Milwaukee County employee and retiree health care benefit program. *(Submitted in response to a resolution adopted 7/29/04)* **(Also to the Committee on Finance and Audit.) (REPORTS FROM DAS AND COUNTY BOARD STAFF)**

APPEARANCES: Mr. Steve Cady, County Board Fiscal and Budget Analyst (Tape No. 4A-656)

Mr. Cady stated that the Finance Committee recommended approval of the creation of one position in the Human Resources Department to provide additional analysis of employee health care benefits; County Board staff recommends a pay range of 33M.

MOTION BY: (SCHMITT) Approve. **(VOTE 5-0)**

AYES: Schmitt, Coggs-Jones, Borkowski, Weishan and Quindel (Chairman)

NOES: None

EXCUSED: De Bruin and Cesarz

Scheduled Items (Continued):

The Committee adjourned for approximately fifteen minutes.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matters:

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14. 04-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

SEE ACTION UNDER NUMBER FIFTEEN (15) BELOW.

15. 04-P-10 From the Director of Labor Relations relative to a proposed collateral agreement between Milwaukee County and the Wisconsin Federation of Nurses and Health Professionals.

MOTION BY: (SCHMITT) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matters: deliberation, negotiation or re-negotiation of collective bargaining agreements; and from the Director of Labor Relations relative to a proposed collateral agreement between Milwaukee County and the Wisconsin Federation of Nurses and Health Professionals. **(VOTE 5-0) (Tape No. 4B-085)**

AYES: Schmitt, Coggs-Jones, Borkowski, Weishan and Quindel (Chairman)

NOES: None

EXCUSED: De Bruin and Cesarz

At the conclusion of the closed session, the Committee did not reconvene into open session to take action on the aforesaid matters.

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STAFF PRESENT: Mr. Steve Cady, County Board Fiscal and Budget Analyst
Mr. Charles E. McDowell, Director, DHR
Ms. Nicki Bielski, DHR
Ms. Jertha Ramos-Colon, Deputy Director, DHR
Ms. Mary Ann Grimes, Deputy Corporation Counsel
Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office
Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors
Mr. Rob Henken, Deputy Director, DHHS
Mr. Troy Hamblin, Director, Labor Relations

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order.

Committee on Personnel

September 24, 2004

Page 8 of 9

Scheduled Items (Continued):

Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 1:00 p.m.

Maribeth Welchman

Committee Clerk

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Chairperson Committee on Finance and Audit: Supervisor Richard D. Nyklewicz, Jr.
Chairperson Committee on Personnel: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Steve Cady, 278-4347

JOINT MEETING OF THE COMMITTEES ON FINANCE & AUDIT AND PERSONNEL

Thursday, September 30 , 2004 – 12:00 p.m.
Milwaukee County Courthouse, Room 203-R

MINUTES

TAPE NO. 4; Side B, No. 110 to No. 315

ROLL CALL FINANCE AND AUDIT:

PRESENT: Supervisors McCue, Coggs-Jones, Quindel, Johnson, Broderick and Nyklewicz
(Chairman)

EXCUSED: Supervisor Mayo

ROLL CALL PERSONNEL:

PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and
Quindel (Chairman)

EXCUSED: None

Scheduled Items:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committees may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter. At the conclusion of the closed session, the Committees may reconvene in open session to take whatever action(s) they may deem necessary.

1. 00-473 An adopted resolution approving an agreement between Milwaukee County
(a)(a) and the Wisconsin Federation of Nurses and Health Professionals. **(Report from the Department of Administrative Services, Division of Labor Relations, relative to a proposed collateral agreement between Milwaukee County and the Wisconsin Federation of Nurses and Health Professionals.)**

MOTION BY: (QUINDEL) Move to go into closed session (Tape No. 4B-293).

Scheduled Item (Continued):

FINANCE AND AUDIT COMMITTEE VOTE ON MOTION TO CONVENE INTO CLOSED SESSION: (VOTE 6-0)

AYES: McCue, Coggs-Jones, Quindel, Johnson, Broderick and Nyklewicz (Chairman)

NOES: None

EXCUSED: Mayo

PERSONNEL COMMITTEE VOTE ON MOTION TO CONVENE INTO CLOSED SESSION: (VOTE 7-0)

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: None

ROLL CALL UPON RECONVENING INTO OPEN SESSION:

FINANCE AND AUDIT:

PRESENT: Supervisors McCue, Coggs-Jones, Quindel, Johnson, Broderick and Nyklewicz (Chairman)

EXCUSED: Supervisor Mayo

PERSONNEL:

PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

EXCUSED: None

APPEARANCES: Mr. Troy Hamblin, Director, Labor Relations (Tape No. 4B-147 to 188)

Mr. Stephen Agostini, Acting Fiscal and Budget Administrator (Tape No. 4B-189 to 220)

Ms. Alexandra Kotze, Department of Administrative Services (DAS) (Tape No. 4B-221)

Ms. Vera Westphal, DAS (Tape No. 4B-223)

Mr. Jerry Heer, Director of Audits (Tape No. 4B-236)

Mr. Rob Henken, Director, DHHS (Tape No. 4B-267)

MOTION BY: (COGGS-JONES) Approve item 1 for both Finance and Audit and Personnel Committees.

FINANCE AND AUDIT COMMITTEE VOTE ON MOTION TO APPROVE: (VOTE 5-1)

AYES: Coggs-Jones, Quindel, Johnson, Broderick and Nyklewicz (Chairman)

NOES: McCue

EXCUSED: Mayo

Scheduled Item (Continued):

PERSONNEL COMMITTEE VOTE ON MOTION TO APPROVE: (7-0)

AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: None

Scheduled Item (Continued):

STAFF PRESENT: Mr. Troy Hamblin, Director, Labor Relations
 Mr. Stephen Agostini, Acting Fiscal and Budget Administrator
 Ms. Alexandra Kotze, Department of Administrative Services (DAS)
 Ms. Vera Westphal, DAS
 Mr. Jerry Heer, Director, Department of Audits
 Mr. Rob Henken, Director, DHHS

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Adjourned: 1:00 p.m.

Maribeth Welchman
Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Steve Cady, 278-4347

COMMITTEE ON PERSONNEL
Friday, October 29 , 2004 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B
MINUTES

TAPE NO. 5, Side A, No. 001 to end of tape
TAPE NO. 5, Side B, No. 001 to 400

ROLL CALL:

PRESENT: Supervisors Schmitt, Borkowski, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisor Coggs-Jones
ABSENT: Supervisor De Bruin (later present)

Scheduled Items:

1. 04-434 From Director, Department of Administrative Services (DAS), reappointing Charles E. McDowell as Director of Human Resources (DAS).

APPEARANCES: Ms. Linda Seemeyer, Director, Department of Administrative Services
Mr. Charles E. McDowell, Director, DHR

Supervisor De Bruin present (Tape No. 5A-100).

MOTION BY: (SCHMITT) Approve (Tape No. 5A-150). **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: Coggs-Jones

2. 04-22(a) From the Director of Human Resources dated 10/19/04 relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors

Scheduled Items (Continued):

Supervisor De Bruin questioned the impact of the reclassifications for Administrative Secretary (Committee Clerk) having zero impact this year and next year. Mr. Cooley explained that this will allow under filling [of the positions]; the numbers listed on the report are the maximum amounts; and the positions are currently classified at 21M. He stated that the request is to reclassify to 24M with the ability to under fill at 21 or 18. Supervisor De Bruin requested the dollar amounts of the pay ranges of 18M, 21M and 24M.

MOTION BY: (QUINDEL) Temporary lay over of the item to get information on the pay ranges for all three committee clerks (Tape No. 5B-250).

(Tape No. 5B-390):

APPEARANCES: Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors

Mr. Cooley stated that the ranges for all three classifications of committee clerk are: 21M, which is what the incumbents are in, goes from \$38,200 to \$44,100 (these figures are rounded off); 24M is from \$42,400 to \$49,400 and 18M from \$34,800 to \$39,800.

Chairman Quindel stated that he has questions about the whole range thing and instead of having to get everything answered here, he suggested lay over of that one item. Supervisor De Bruin stated that she also has questions and asked if just that one piece needs to be laid over. Chairman Quindel stated just the one line – the committee clerk line – everything else would be accepted. He directed that no action is needed for the remainder [of the reclassification requests].

MOTION BY: (CESARZ) Lay over (Tape No. 5B-440). **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: Coggs-Jones

MOTION BY: (CESARZ) Reconsider item two and the action taken earlier so that we could expand the lay over to include all of organizational unit 1000.

(VOTE 5-0) (Tape No. 5B-392)

AYES: Schmitt, Borkowski, De Bruin, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: Coggs-Jones and Weishan

MOTION BY: (CESARZ) All items under departmental organization unit 1000 be referred to staff for a report back [relative to the provisions of]

Scheduled Items (Continued):

Chapter 17.05(2)(c)(4).

Chairman Quindel state that [the Committee] will lay the matter over until December 10, 2004. Upon hearing no objections; he so ordered.

3. 04-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 5A-257)

NO ACTION TAKEN ON THE ABOVE ITEM.

4. 04-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 5A-260)

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 04-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 5A-265)

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 04P12 Verbal report from the Director of Human Resources Division relative to personnel issues contained in the County Executive's 2005 Recommended Budget. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR (Tape No. 5A-280)

Mr. McDowell stated that DHR is involved in the process when changes in position classifications and restructuring are made in the budget; some of the changes that take place may involve certain personnel transactions that the department is not aware of. He explained that DHR tries to get the union and management to talk early about changes, but ultimately, there will still have to be an analysis of the final decision in the classification of these positions because that is the information that decides what the duties and responsibilities will ultimately be.

Chairman Quindel stated that this will come back to the committee. Supervisor Weishan requested something in writing before the board votes on the budget rather than having to wait twelve months to get transcribed into paper who said what, where and when. He stated that this could have a direct impact on how we evaluate the budget, especially the major changes of combining classifications in the Parks Division and the Sheriff's

Scheduled Items (Continued):

Department classification of "jailor."

Chairman Quindel stated that this was put on the agenda to allow the personnel committee to be aware of the issues that will come back. He continued that in the area of the parks, they are trying to upgrade the skill level to make it more versatile and eliminate park worker II positions; [the county] needs to come up with another [classification], working with the union and management because [personnel changes affect] how the budget will be evaluated. Regarding the jailor positions, Chairman Quindel stated that the Sheriff felt this was a money-saving issue, especially with training issues. He continued that the Finance Committee wanted a way for people to be jailors and could work their way up, with requirements, to become deputy sheriffs (Tape No. 5A-375).

Supervisor Weishan stated that he is looking for the highlights of the information as we go through the budget process so that people are aware that if you approve the changes, the Director of Human Resources said there may be some challenges to making these things work.

Chairman Quindel requested Mr. McDowell and Mr. Cady to put something together and list the areas where personnel changes have been made [in the recommended 2005 budget]. He directed that this be done before the board meets to decide on the budget.

7. 04-318 From Director of Audits, submitting An Audit of the Milwaukee County Employee Health Care Benefit dated June 2004. **(Also to Committee on Finance and Audit)** (Tape No. 5A-465)

APPEARANCES: Mr. Jerry Heer, Director, Department of Audits
Mr. Charles E. McDowell, Director, DHR

Mr. Heer stated that it is the recommendation of the Audit Department to concur with the Finance Committee to place this matter on file and come back in six months.

After extensive discussion, Supervisor De Bruin asked if there needs to be a motion to receive and place on file; Chairman Quindel answered, "yes."

MOTION BY: (DE BRUIN) So move (Tape No. 5B-613). **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel
(Chairman)

NOES: None

EXCUSED: Coggs-Jones

Scheduled Items (Continued):

***PUBLIC HEARING ON THE PROPOSED AGREEMENT BETWEEN
MILWAUKEE COUNTY AND THE MILWAUKEE DEPUTY SHERIFF'S ASSOCIATION:***

8. 04-435 From Director of Labor Relations, submitting the tentative 2004 Agreement Between County of Milwaukee and Milwaukee Deputy Sheriff's Association.
(Also to the Committee on Finance and Audit)

APPEARANCES: Mr. Troy Hamblin, Director, Labor Relations
Ms. Patti Yunk, Director of Public Policy, District Council 48, support tentative DSA contract
Mr. Gerald Rieder, Business Agent, Milwaukee Deputy Sheriff's Association, support tentative DSA contract

Chairman Quindel called three times for anyone wishing to be heard on the above matter. Upon hearing no requests to be heard, Chairman Quindel closed the public hearing (Tape No. 5B-375).

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matters. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the said matters.

9. 04-435 From Director of Labor Relations, submitting the tentative 2004 Agreement Between County of Milwaukee and Milwaukee Deputy Sheriff's Association.
(Also to the Committee on Finance and Audit)
(SUGGESTED ACTION: REFER TO FINANCE COMMITTEE WITH PERSONNEL COMMITTEE'S RECOMMENDATION OF APPROVAL.)

MOTION BY: (QUINDEL) Move to go into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing a communication from the Director of Labor Relations relative to the tentative 2004 agreement between the County of Milwaukee and Milwaukee Deputy Sheriff's Association and a verbal report from the Director of Labor Relations relative to collective bargaining strategies. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel
(Chairman)

NOES: None

EXCUSED: Coggs-Jones

10. 04P11 Verbal report from the Director of Labor Relations relative to collective bargaining strategies.

SEE ACTION UNDER NUMBER NINE (9) ABOVE.

Scheduled Items (Continued):

Roll call to reconvene into open session (Tape No. 5B-376):

PRESENT: Supervisors Schmitt, Borkowski, De Bruin, Cesarz and Quindel (Chairman)
EXCUSED: Supervisors Coggs-Jones and Weishan

Chairman Quindel announced a special meeting of the Committee on Personnel to be held on **Friday, November 5, 2004 at 9:00 a.m., Room 201-B of the** Courthouse to consider the Deputy Sheriff Association's tentative agreement

Thereafter, the Committee reconsidered item two above.

STAFF PRESENT: Ms. Linda Seemeyer, Director, Department of Administrative Services
Mr. Charles E. McDowell, Director, DHR
Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors
Mr. Jerry Heer, Director, Department of Audits
Mr. Troy Hamblin, Director, Labor Relations

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 1:30 p.m.

Maribeth Welchman
Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Steve Cady, 278-4347

SPECIAL MEETING OF THE COMMITTEE ON PERSONNEL
Friday, November 5, 2004 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B
MINUTES

TAPE NO. 5, Side B, No. 400 to 635

ROLL CALL:

PRESENT: Supervisors Schmitt, Borkowski, Weishan, Cesarz and Quindel (Chairman)

EXCUSED: Supervisors Coggs-Jones and De Bruin (later present)

Scheduled Item:

1. 04-435 From Director of Labor Relations, submitting the tentative 2004 Agreement Between County of Milwaukee and Milwaukee Deputy Sheriff's Association. **(Also to the Committee on Finance and Audit)** (Communication from Director of Labor Relations dated 10/22/04; fiscal note from the Department of Administrative Services (DAS), and communication from Director of Audits and County Board staff.)

APPEARANCES: Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS
Mr. Scott Manske, Milwaukee County Controller
Ms. Vera Westphal, Budget Analyst, DAS
Mr. Troy Hamblin, Director, Labor Relations
Mr. Jerry Heer, Director, Department of Audits
Ms. Linda Seemeyer, Director, Department of Administrative Services
Mr. Steve Cady, County Board Fiscal and Budget Analyst

Chairman Quindel stated that a vote to approve will be forwarded to the Finance Committee, [per Milwaukee County General Ordinances (MCGO), Section 80.04]. MCGO Section 80.04 states, "**Agreement.** The agreements reached at the conclusion of such collective bargaining shall be reduced to writing by the committee on personnel and submitted in the form of a proposed ordinance or resolution to the committee on finance and audit, which shall consider the fiscal impact of the proposed ordinance or resolution and forward it with a positive or negative recommendation to the county board for its approval or rejection."

Supervisor De Bruin present (Tape No. 5B-544).

Scheduled Items (Continued):

MOTION BY: (CESARZ) Approve the contract. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel
(Chairman)

NOES: None

EXCUSED: Coggs-Jones

STAFF PRESENT: Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS
Mr. Scott Manske, Milwaukee County Controller
Ms. Vera Westphal, Budget Analyst, DAS
Mr. Troy Hamblin, Director, Labor Relations
Mr. Jerry Heer, Director, Department of Audits
Ms. Linda Seemeyer, Director, Department of Administrative Services
Mr. Steve Cady, County Board Fiscal and Budget Analyst

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 11:00 a.m.

Karibeth Welchman
Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Steve Cady, 278-4347

COMMITTEE ON PERSONNEL
Friday, December 10, 2004 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B
MINUTES

TAPE NO. 5, Side B, No. 400 to end of tape
TAPE NO. 6, Sides A, No. 001 to end of tape
CLOSED SESSION TAPE NO. 1, Side A, No. 001 to end; Side B, No. 001 to 536

ROLL CALL:

PRESENT: Supervisors Schmitt, Borkowski, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisor Coggs-Jones
ABSENT: Supervisor De Bruin (later present)

1. 04-477 From County Board Chairman, appointing Kenneth F. Little to the Milwaukee County Pension Board for a term of three years. (Tape No. 5B-422)

APPEARANCES: Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors
Mr. K. Little

Supervisor De Bruin present (Tape No. 5B-426).

MOTION BY: (BORKOWSKI) Approve. (VOTE 6-0)

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

2. 02-384 From Chief Information Officer, Information Management Services Division,
(a) submitting quarterly progress report of the Human Resource System Management Committee **(Also to the Committee on Finance and Audit)**
(INFORMATIONAL; NO ACTION REQUIRED) (Tape No. 5B-435)

APPEARANCES: Mr. Bud Borja, Chief Information Officer, IMSD
Mr. Robert Kiefert, Intranet & HR/Financial Systems Manager, IMSD

Mr. Borja stated that the request for proposals will be brought back in February or March; finalists of the nine qualified proposals will come in the first weeks of January.

Scheduled Items (Continued):

NO FURTHER ACTION TAKEN ON THE ABOVE ITEM.

3. 04-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(INFORMATIONAL; NO ACTION REQUIRED)** (Tape No. 5B-454)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM.

4. 04-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(INFORMATIONAL; NO ACTION REQUIRED)** (Tape No. 5B-475)

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 04-24(a) From the Director of Human Resources with respect to dual employment. **(INFORMATIONAL; NO ACTION REQUIRED)** (Tape No. 5B-478)

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 04-25(a) From County Board staff relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions in the Department of Human Resources. **(INFORMATIONAL; NO ACTION REQUIRED)** (Tape No. 5B-484)

APPEARANCES: Mr. Steve Cady, County Board Fiscal & Budget Analyst

Mr. Cady stated that he requests the committee take action on the above report to reclassify two positions in the Department of Human Resources.

MOTION BY: (SCHMITT) Approve. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: Coggs-Jones

7. 04-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence. **(INFORMATIONAL; NO ACTION REQUIRED)** (Tape No. 5B-511)

Scheduled Items (Continued):

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Supervisor Schmitt requested clarification of "Dept. 5041, McFarland, Yvette A. (Airport Maintenance Worker) date of temporary appointment – 01/01/9999. Mr. McDowell stated that the temporary appointment date should be 01/01/1999 and that he will be requesting an update on the status of this individual.

Chairman Quindel requested that the Department of Human Resources provide a report back to committee relative to the rules for temporary employees' residency requirements and the timeframe for temporary appointments [to be in existence].

No further action taken by the Committee on the above item.

8. 04-P-11 From the Director of Human Resources submitting an informational report relative to the transfer of four positions from the Classified to the Unclassified Service. **(INFORMATIONAL; NO ACTION REQUIRED)** (Tape No. 5B-552) **(Copy attached to original copy of these minutes.)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM.

9. 04-15(a) From the Director of Human Resources requesting extension of existing emergency and temporary appointments for a period not to exceed six months. (Tape No. 5B-563)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Mr. McDowell requested that this item be withdrawn; Chairman Quindel, upon hearing no objection, so ordered the item withdrawn.

10. 04-P-12 From the Director of Human Resources, requesting authority to dual fill the position of Executive Director 1 – Employee Benefits Manager, once reclassified, until May 7, 2005. (Tape No. 5B-569) (See Suspension File No. 04-546.) **(Copy attached to original copy of these minutes.)**

APPEARANCES: Mr. Steve Cady, County Board Fiscal and Budget Analyst
Mr. Charles E. McDowell, Director, DHR

MOTION BY: (DE BRUIN) Approve. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel

Scheduled Items (Continued):

(Chairman)
NOES: None
EXCUSED: Coggs-Jones

11. 04-427 From the Director of Human Resources, requesting approval of classifications
(a)(a) and rates of pay for positions created in the 2005 Adopted Budget. (Tape No. 5B-600 to 6A-57))

APPEARANCES: Ms. Penni Secore, AFSCME, District Council 48 (support)
Mr. Daniel Moore, President, Local 567, DC 48 (support)
Mr. David Eisner, President, Local 594, DC 48 (support)
Mr. Charles E. McDowell, Director, DHR
Mr. Troy Hamblin, Director, Labor Relations

Discussion ensued regarding a collateral agreement with the Sheriff's Department.

MOTION BY: (SCHMITT) Approve. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel
(Chairman)
NOES: None
EXCUSED: Coggs-Jones

12. 04-461 Referral from the Committee on Finance and Audit requesting a review of a
report from the Director of Audits, entitled Milwaukee County Form of Governance Survey, Executive and Legislative Branches, dated October 2004. **(Copies of audit previously distributed to all county board members.)**
(Tape No. 6A-068 to 492)

APPEARANCES: Mr. Jerry Heer, Director, Department of Audits
Mr. Charles E. McDowell, Director, DHR

MOTION BY: (SCHMITT) [Refer to staff] for a report back with recommendations so that conversation can begin; cooperative effort with personnel [county board staff], human resources staff and audit department staff (Tape No. 6A-135).

Supervisor Cesarz requested information regarding the job duties and responsibilities. Chairman Quindel requested a report from Human Resources, County Board and Audit staff relative to: 1) size of staff; 2) equivalent budgets; 3) representation [constituency]; 4) job duties/parameters; 5) entities that [legislators] oversee; 6) recommendations for salaries (look at the 8-year freeze and whether [the County] will continue this freeze or begin part-time; 7) issues of part-time and privatization; and 8) inflationary

Scheduled Items (Continued):

considerations. Supervisor De Bruin requested that staff look at the availability of support staff within those functions.

Supervisor Quindel requested that the report back contain the size of the budget; the size of entities that are reporting; the number of staff; the size in terms of structure; and options for salary and other adjustments (Tape No. 6A-345)

Supervisor Cesarz reiterated that he would like the duties and responsibilities analyzed (Tape No. 6A-413).

Supervisor Borkowski in the chair (Tape No. 6A-451)

VOTE ON MOTION TO REFER, WITH DIRECTION: (VOTE 4-2)

AYES: Quindel, Schmitt, Weishan and Cesarz

NOES: De Bruin and Borkowski (Acting Chairman)

EXCUSED: Coggs-Jones

13. 04-501 From the Director, DHR, submitting a recommendation relative to a request from the Director, Department on Aging, to abolish one Accountant 2 position and create one Accountant 1 position. **(Also to the Committee on Finance and Audit and Department of Administrative Services (DAS) and Division of Human Resources(DHR).)** (Tape No. 6A-493)

MOTION BY: (DE BRUIN) Approve. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: Coggs-Jones

14. 04-517 From the Director, DHR, submitting a recommendation relative to a request from the County Board Chairman, to reorganize classification structure for County Board positions of Policy Research Analyst, Senior Policy Research Analyst, Committee Clerk, Chief Committee Clerk and Information Specialist. **(Also to the Committee on Finance and Audit and DAS and DHR.)** (Tape No. 6A-516 to 599)

APPEARANCES: Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors

MOTION BY: (SCHMITT) Approve (Tape No. 6A-681). **(VOTE 5-1)**

AYES: Schmitt, Borkowski, De Bruin, Weishan and Quindel (Chairman)

NOES: Cesarz

EXCUSED: Coggs-Jones

Scheduled Items (Continued):

15. 04-469 From the Director, DHR, submitting a recommendation relative to a request from the Director, Department of Health and Human Services and Administrator, Behavioral Health Division, to create ten Occupational Therapist Pool positions. **(Also to the Committee on Finance and Audit and DAS and DHR.)** (Tape No. 6A-600)

MOTION BY: (SCHMITT) Approve items 15 and 16. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: Coggs-Jones

16. 04-500 From the Director, DHR, submitting a recommendation relative to a request from the Director, Department of Health and Human Services and Administrator, Behavioral Health Division, to create ten Nurse Practitioner MH Pool positions. **(Also to the Committee on Finance and Audit and DAS and DHR.)**

SEE ACTION UNDER NUMBER FIFTEEN (15) ABOVE.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matters. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the following items 17 and 18:

17. 04-P-01 Verbal report from Director of Labor Relations and legal counsel relative to collective bargaining strategies. (Tape No. 6A-705; Also See Closed Session Tape No. 1, Side A, No. 001 to end and Side B, No. 001 to 536.)

MOTION BY: (SCHMITT) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing collective bargaining strategies. **(VOTE 6-0)**

AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None

EXCUSED: Coggs-Jones

18. 04-P-11 Verbal report from the Director of Labor Relations relative to Milwaukee Deputy Sheriff's Association collective bargaining. (Tape No. 6A-703)

APPEARANCES: Mr. Troy Hamblin, Director, Labor Relations

Scheduled Items (Continued):

Mr. Steve Cady, County Board Fiscal and Budget Analyst

NO ACTION TAKEN ON THE ABOVE ITEM.

STAFF PRESENT: Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors
 Mr. Bud Borja, Chief Information Officer, IMSD
 Mr. Robert Kiefert, Intranet & HR/Financial Systems Manager, IMSD
 Mr. Charles E. McDowell, Director, DHR
 Mr. Steve Cady, County Board Fiscal and Budget Analyst
 Mr. Troy Hamblin, Director, Labor Relations

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Adjourned: 12:30 p.m.

Maribeth Welchman

Committee Clerk

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